DOCUMENT RESUME

ED 197 861 RC 011 795

TITLE Arizona Commission of Indian Affairs 1978-79 Annual Report.
INSTITUTION Arizona Commission of Indian Affairs, Phoenix.
PUB DATE 6 Sep 79
NOTE 17p.: For a related document, see ED 073 873.

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS American Indian Education: *American Indian Reservations: *American Indians: Annual Reports: Communication (Thought Transfer): *Employment: Organizational Communication: *Organizational Effectiveness: Population Distribution: Public Relations: State Government: State Legislation: *State Programs: Tribal Sovereignty: Tribes
IDENTIFIERS Arizona: *Arizona Commission of Indian Affairs

ABSTRACT

The Arizona Commission of Indian Affairs is the "official link between the tribes and state government" and acts in a liaison capacity as well as providing technical assistance. Critical issues having an impact on the Commission's over-all program, addressed within the Commission's legislative scope and highlighted in this 1978-79 Annual Report are: state-Indian relationships, state taxation programs, Indian school district financing, state-tribal jurisdiction, and recognition of tribal sovereignty. In an effort to improve communication, understanding, and working relationships, the Commission has sponsored six successful Annual Indian Town Hall Conferences: the Town Hall Conference for 1978-79 was on "Reservation School Districts." The Commission received a federal grant from the Four Corners Regional Commission to study "Indian Employment Within State Government," a project affecting some 141,388 Indians, including more than 39,000 urban Indians: a summary of the final report for this project is included. Other activities during the year resulted in the completion of 11 projects, 6 publications, and 16 cooperative efforts for which technical assistance was provided by the Commission's staff. Additional information is provided on Commission membership: the population, acreage, and map location of Arizona Indian reservations: Commission meetings: and the Commission financial report involving total appropriations of $98,000. (NEC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

JAN 1980
ERIC/CRESS
RECEIVED

1978-79

ANNUAL REPORT

Arizona Commission Of Indian Affairs

ED197861

RC011795

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

Clinton M. Pattea

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

The Honorable Bruce Babbitt
Governor of Arizona
Executive Towers - Capitol
Phoenix, Arizona 85007

Dear Governor Babbitt:

It is with pleasure that I submit to you the Arizona Commission of Indian Affairs 1978-1979 Annual Report. This report is responsive to the provisions of Article 4, Title 41-542 of the Arizona Revised Statutes.

The Annual Report is designed to provide insight as to Commission proceedings, transactions and findings for the purpose of enhancing the knowledge of those individuals interested in our Agency's accomplishments.

The reader should be cognizant of the critical issues facing the Indian citizens as well as the State of Arizona. The issues having an impact on our over-all program as well as that of the tribes and state government are: 1) State-Indian relationships; 2) State taxation programs; 3) Indian school district financing; 4) State-Tribal jurisdiction and 5) Recognition of tribal sovereignty.

These stated issues along with others are being addressed within the Commission's legislative scope.

The Commission of Indian Affairs is the "official link between the tribes and state government" and will continue to act in a liaison capacity as well as provide technical assistance.

With the continued support of your office and that of the State Legislature, the Commission will continue to carry out its legislative mandates.

As evidenced by this report, we have endeavored to strengthen and encourage a sound State-Tribal working relationship.

Respectfully submitted,

Leona M. Kakar

LEONA M. KAKAR, Chairperson

LMK:CMP/dd
September 6, 1979

F O R E W O R D

The Arizona Commission of Indian Affairs was established by the Arizona Legislature in 1953 and is operative under Arizona Revised Statutes Article 4, Titles 41-541 and 41-542 as amended July 15, 1964 and April 17, 1974.

A very important area of our responsibility has been to improve communications, understanding and working relationships between all concerned and we have diligently been working to this extent.

The Commission has sponsored six successful Annual Indian Town Hall Conferences on the following topics:

1st - "Arizona Indian Water Rights"
2nd - "Sovereignty & Inter-Governmental Relations With Arizona Indian Tribes"
3rd - "Arizona's Indian Participation In The Political Process"
4th - "P.L. 93-638 Indian Self-Determination and Education Assistance Act (Area of Contracting)"
5th - "Tribal Water Rights: Today's Concern"
6th - "Reservation School Districts"

In studying conditions among Indians and compiling data on Indian affairs, approximately three trips to each reservation was made during the program year; along with Commission Members travel to meetings.

The Commission received a federal grant from the Four Corners Regional Commission to study "Indian Employment Within State Government." The project affects some 141,388 Indians including an urban Indian population of more than 39,000. The final report has been printed and is being distributed with recommendations.

Much of the Commission's work is in the area of public relations and is considered intangible, however, it is a prerequisite for better understanding and working relationships that will benefit all.

TABLE OF CONTENTS

Letter of Transmittal	1
Foreword	2
Table of Contents	3
Commission Membership	4
Map	5
Population & Acreage of Arizona Reservations	6
Meetings	7 - 8
Projects Completed	8 - 9
Commission Highlights	9 - 10
Federal Project "Indian Employment Within State Government" Overview	11 - 13
Budget	14
Summation	15

COMMISSION MEMBERSHIP

INDIAN MEMBERS

LEONA M. KAKAR (CHAIRPERSON)----------PAPAGO

PETE HOMER, SR. (VICE-CHAIRMAN)----------MOHAVE

LEO DENETSONE----------NAVAJO

EDMUND THOMPSON----------PIMA-MARICOPA

DELORES SAVALA----------KAIBAB-PAIUTE

PHILLIP STAGO, JR.----------WHITE MOUNTAIN APACHE

EARL HAVATONE----------HUALAPAI

NON-INDIAN MEMBERS AT LARGE

SISTER MARY ROSE CHRISTY----------PHOENIX

YVONNE LYNNE GARRETT----------PHOENIX

EX-OFFICIO MEMBERS

BRUCE BABBITT----------GOVERNOR

BOB CORBIN----------ATTORNEY GENERAL

CAROLYN WARNER----------SUPT. OF PUBLIC INSTRUCTION

SUZANNE DANDOY----------DIRECTOR, STATE DEPT. OF HEALTH SERVICES

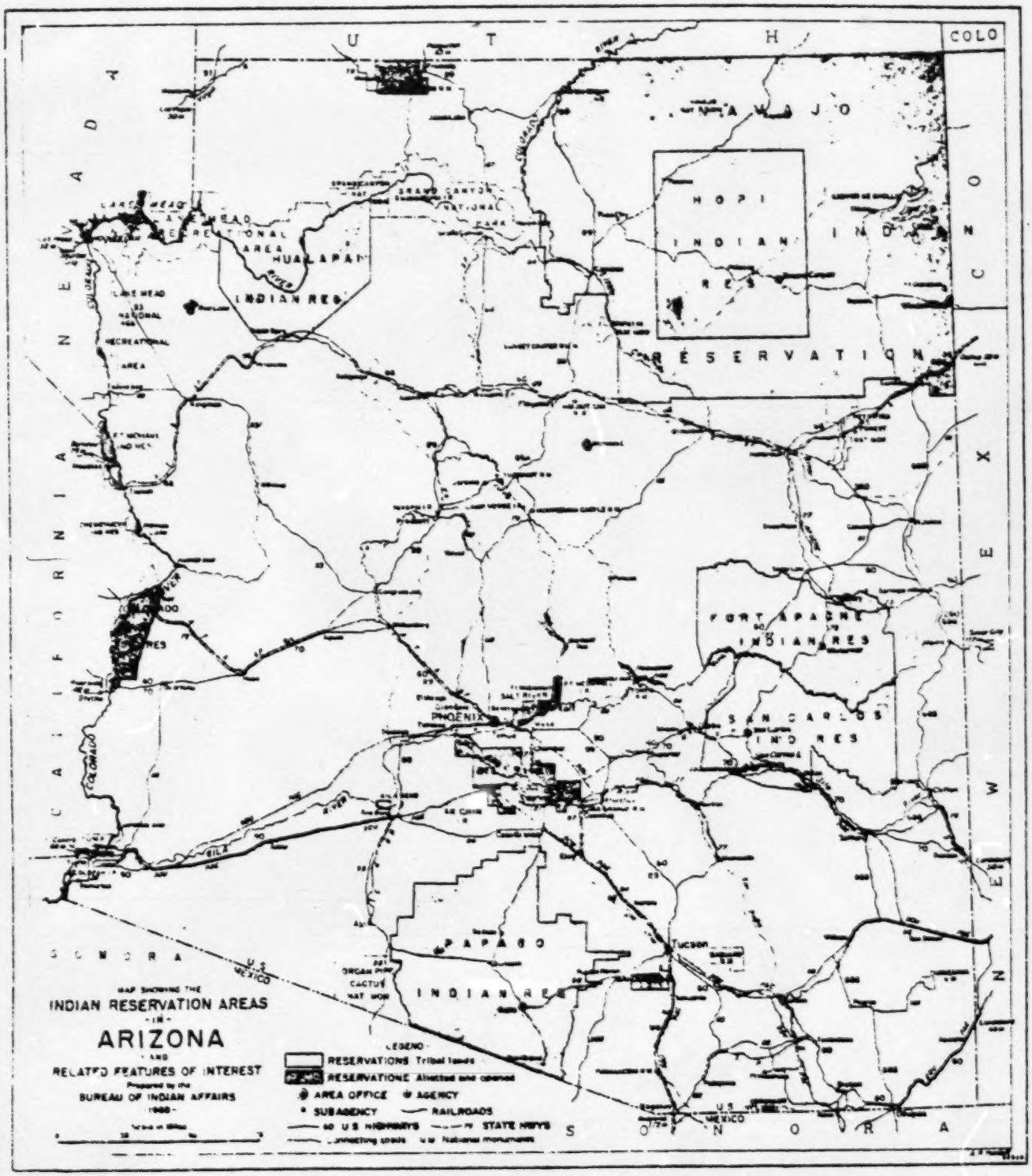
* * * * * * * * * * * * *

COMMISSION STAFF

CLINTON M. PATTEA----------EXECUTIVE SECRETARY
TONY MACHUKAY----------FIELD COORDINATOR
DIANE C. DANKERL----------ADMINISTRATIVE ASSISTANT
ROSE ANN STELLHORN----------SECRETARY

1645 West Jefferson, Suite 433
Phoenix, Arizona 85007
Off. Telephone: (602) 255-3123

BEST COPY AVAILABLE



POPULATION AND ACREAGE OF ARIZONA RESERVATIONS

RESERVATION	CLASSIFICATION	POPULATION	ACREAGE
AK-CHIN	Papago	327	21,840
CAMP VERDE	Yavapai-Apache	473	653
COCOPAH	Cocopah	410	1,773
COLORADO RIVER	Mohave-Chemehuevi	1,911	268,691
FORT APACHE	Apache	8,020	1,664,972
FORT MCDOWELL	Yavapai	370	24,680
GILA RIVER	Pima-Maricopa	9,219	372,093
HAVASUPAI	Havasupai	453	188,077
HOPI	Hopi	8,072	*650,172
HUALAPAI	Hualapai	977	992,463
KAIBAB-PAIUTE	Paiute	220	120,413
NAVAJO	Navajo	84,155	8,957,362
PAPAGO	Papago	**16,033	2,855,969
PASCUA YAQUI	Pascua Yaqui	1,525	203
SALT RIVER	Pima-Maricopa	3,057	49,293
SAN CARLOS	Apache	6,041	1,827,421
TONTO APACHE	Tonto Apache	65	85
YAVAPAI-PRESCOTT	Yavapai	60	1,399
	Total	141,388	17,997,559

NOTE: The 1979 figures were supplied through the courtesy of the Bureau of Indian Affairs, and several of the Tribes, and do not include the thousands of off-reservation members of tribes.

The Navajo population is for Arizona only.

* Figure for Hopi acreage does not include the joint use area.

** Papago figure includes population for Sells (10,795), Gila Bend (682) and San Xavier (4,556).

Fort Yuma and Fort Mohave are not included above as they are situated partially in Arizona and in California, and an accurate count for Arizona alone was not available.

COMMISSION MEETINGS

During this fiscal year, the Commission held one regular Business meeting and one two-day Indian Town Hall Conference.

(1978)

October 13 — Commission Business Meeting.

December 6 - 7 — Commission's 6th Annual Indian Town Hall Conference. Topic: "Reservation School Districts"

Note: Due to pending appointments, no other meetings were held during the fiscal year.

COMMISSION MEETING ATTENDANCE RECORD

October 13

MEMBERS PRESENT:	MEMBERS ABSENT:
Leona Kakar, Vice-Chairperson	Dr. Tatro (Excused)
Lambert Noline	Sister Christy (Excused)
Wilfred Whatoname	Alvin Dashee (Excused)
Pete Homer, Sr.	Manuel Dominguez
Terrance Leonard	John LaSota, Attorney General
Edmund Thompson	Bruce Babbitt, Governor
Yvonne Lyrne Garrett	

December 6 - 7

Leona Kakar, Chairperson	Sister Christy (Excused)
Pete Homer, Sr.,Vice-Chairman	Lambert Noline (Excused)
Wilfred Whatoname	Yvonne Garrett (Excused)
Terrance Leonard	Edmund Thompson (Excused)
David Rich	Bruce Babbitt
	Dr. Tatro
	Leo Denetsone

OTHER MEETINGS ATTENDED:

The Executive Secretary and/or Field Coordinator attended and represented the Commission at various Indian-oriented meetings such as: Governors' Interstate Indian Council Conference (Santa Fe, New Mexico); White Mountain Apache Law and Order Seminar; Five Central Tribes; Papago tribally-owned Enterprise Dedication; Arizona Town Hall; Solar Energy Seminar; Arizona Groundwater Management Study Commission Hearings; Inter-Tribal Council of Arizona; Indian Development District of Arizona; Inter-Tribal Health Advisory Board; Indian Child Welfare Act of 1978 Seminar; State Legislative Hearings; Small Business Association Conference; Disaster Preparedness; Child Welfare League of America South Pacific Regional Conference; numerous tribal council

meetings; National Scientific Appropriate Technology Conference; Community Education Advisory Committee; Maricopa County Integrated Alcoholism Services; Indian Affirmative Action Committee; Rice Elementary School Teacher Orientation Sessions; Grantsmanship Seminar; Arizona Indian Alliance on Alcoholism and Drug Abuse; Federal Relations Network Conference (Washington, D. C.); Johnson O'Malley Conference; Guiding Star Lodge Advisory Board; National School Boards' Association Convention (Miami Beach, Florida); School Board Policy Development Workshop, etc.

The Administrative Assistant represented the Commission at various meetings such as: Personnel; Health Insurance Seminars; United Fund Campaign; Savings Bonds; Car Pooling; Budgetary procedure seminars and legislative hearings; Governmental Procedural-Change Seminar, etc.

P R O J E C T S C O M P L E T E D

#1 Annual Report 1977-1978.

#2 Indian Federal Legislative Digest #13

Summary: Pursuant to the adjournment of Congress, this publication is developed giving a recap of federal Indian legislative bills.

#3 Annual Indian Town Hall Conference

Summary: The Commission sponsored the 6th Annual Indian Town Hall Conference. Topic for Discussion: "Reservation School Districts." Copies of the Report are available upon request.

#4 1979 Tribal Directory

Summary: The Directory is one of the Commission's most requested publications. The publication improves the Indian and non-Indian area of communications. The Tribal Directory is the only publication of its kind.

#5 Mr. Wesley Bonito's Letter - Educational Personnel Guidelines

Summary: Assisted in the development of federal regulations pertaining to Education Personnel Section 1131 of H. R. 15 (Public Law 95-561).

#6 Capitol Drum Beat Newsletter (Spring Issue)

Summary: This Newsletter keeps the tribal leaders, commissioners and others cognizant of state legislation and governmental activities.

#7 Guiding Star Lodge (Women's Halfway House)

Summary: Provided technical assistance.

#8 "Indian Country" by the League of Women Voters

Summary: The Commission acquired copies of this publication and distributed same to legislators, commissioners and others in an endeavor to expand understanding.

#9 North American Indian Women's Association

Summary: Provided technical assistance in various areas.

#10 Mr. Howard Chapman's Letter

Summary: The Commission prepared a statement for the American Indian Religious Freedom Hearings before the U. S. Senate Select Committee on Indian Affairs - Senate Joint Res. 102.

#11 Senator Hubbard - Teaties

Summary: Researched statistical information relative to Indian Treaties.

C O M M I S S I O N H I G H L I G H T S

INDIAN TOWN HALL CONFERENCE

The 6th Annual Indian Town Hall was held at Sunrise Park Hotel, White Mountain Apache Reservation on December 6 - 7, 1978; topic for discussion: "Reservation School Districts."

Attendance was hampered due to a snow blizzard, however, with Agenda changes, the conference was held as scheduled. The report has several speeches of individuals that were unable to attend the conference because of the heavy snow.

The conference subjects are selected by tribal leaders.

Reports are available upon request from the Commission Office.

COMMISSION APPOINTMENTS

Governor Babbitt reappointed Mrs. Leona M. Kakar from Ak-Chin for another three year term; Mr. Edmund Thompson from Gila River was appointed to replace Mr. Ronnie Lupe and Ms. Yvonne Lynne Garrett replaces Mrs. Francis Sneller as one of the non-Indian members at large.

Subsequent to the appointments being made, a meeting was held wherein Mrs. Kakar was elected Chairperson and Mr. Pete Homer, Vice-Chairman.

COOPERATIVE EFFORTS (TECHNICAL ASSISTANCE)

The Commission's staff provided the following technical assistance during the program year:

- *Formal drafting of Project Report "Indian Employment Within State Government"*
- *Arizona Education Association (Education Personnel Guidelines relative to P.L. 95-561)*
- *All-Indian World's Fair (monitored)*
- *North American Indian Women's Association*
- *Senator Hubbard (Treaties)*
- *Office of Economic Planning and Development (Reservation Assessments)*
- *State Emergency Services (Reservation Disaster Programs)*
- *Arizona Academy (Town Hall on Indians)*
- *KAET (Reservation media communications system)*
- *Groundwater Management Study Commission (Liaison activities)*
- *U. S. Office of Personnel Management (Native American Grants/ Financial Management Interns Program)*
- *Guiding Star Lodge - Women's Halfway House*
  1) *Oral proposal presentation - NIAAA Representatives*
  2) *Analysis and overview of final proposal (Advisory Committee)*
  3) *Management needs presentation (Staff)*
- *Arizona Department of Corrections (Indian inmates/cultural and traditions)*
- *Arizona Indian Alliance on Alcoholism and Drug Abuse (Organizational structure and management needs)*
- *Pendergast School District Junior High (Indian culture)*
- *National Forest Service (Overview)*

PUBLICATIONS

6th Annual Indian Town Hall Conference Report "Reservation School Districts"; 1979 Tribal Directory; Capitol Drumbeat Newsletter; 13th Legislative Digest; Annual Report 1977-1978; Project Report "Indian Employment Within State Government."

DEMONSTRATION PROJECT COMPLETION "INDIAN EMPLOYMENT WITHIN STATE GOVERNMENT"

The Commission applied for and received a federal grant ($48,000) from the Four Corners Regional Commission to research and study "Indian Employment Within State Government."

The Project began April, 1977 and concluded June, 1978, however, redrafting and submission of the Final Report was completed October, 1978.

As a note of interest, this comment appeared on the final Report as approved by Four Corners: "The final report is of very high caliber and represents a substantial improvement over the draft that was originally submitted to this office. It is very important that every effort be made to circulate the conclusions in order to stimulate positive action. Advocacy efforts will determine the ultimate success and implementation of the recommendations set forth in the study."

The Project's Financial Report:

Personal Services	*$31,381.23*
Employee Related Expenditures	*4,372.00*
Professional Consultant Fee	*1,000.00*
Travel - State	*2,561.15*
Other Operating Expenditures	*6,281.37*
Equipment (Office)	*2,404.25*
	$48,000.00

In-Kind Contribution:

Commission Supervision and Work	*$ 8,853.20*
Advisory Committee Members	*5,000.00*
	$13,853.20

The study was based on personal interviews and questionnaires furnished to 153 Indian State employees; 71 Agency officials (within the ten selected agencies) and 25 Ex-State employees, resulting in three hundred pages of computer printouts.

The Commission wishes to acknowledge the assistance and cooperation provided by the administrative and/or personnel officers of the ten selected Arizona State agencies: Arizona Health Services; Game and Fish; Department of Revenue; Department of Education; Department of Public Safety; Department of Corrections; Department of Agriculture and Horticulture; Department of Administration; Department of Transportation and the Department of Economic Security. These major agencies were chosen as the sample as they represent 47.14% of the total State employment; 60.43% of total ethnic minority employment and 62.25% of the total Indian employment

Our appreciation also goes to the Indian employees, past and present that participated in the study, as well as the Project's Advisory Committee Members and Consultant who donated many hours towards bringing

the study to a successful conclusion: Mr. Gerald Calnimptewa, Chairman (Office of Economic Planning & Development); Sister Mary Rose Christy, (Affiliation of Arizona Indian Centers, Inc.); Mr. Floyd Bringingood (Phoenix Indian Centers, Inc.); Mr. Steve Silver (Attorney General's Office); Mr. Bob Paceno (Department of Administration - Personnel Div.); Mr. Manuel Dominguez (Governor's Office); Ms. Hope Aguilar (Valley National Bank); Mr. Gordon Krutz (University of Arizona) and Dr. Alfred Karnig (Project Consultant, ASU).

The following is an overview of the three major areas involved in the study:

I. UNDEREMPLOYMENT

Indians constitute approximately 5.5% of the total Arizona population. Yet according to figures released several years ago by the State's Affirmative Action Office, only 1.49% were employed among a total work force of 32,853 State employees. The same figures of poor representation shows that Indians are farther below parity than any other ethnic group and thus the most underrepresented in the State's labor force. Moreover, a cursory look at the Indian employment status in State agencies since 1969 indicates the fact that the trend of Indian underrepresentation in State government services has changed very little, if any.

The study indicated that Indians are underrepresented at all levels by percentages ranging from a low of 69% for the skilled craft category to a high of 82.5% for the professional field. Perhaps, the recognition by State administrators of the poor rate of Indian representation at all levels of State employment is best explained by one supervisor who stated "Affirmative Action is stressed at low level positions. Did you ever hear of affirmative action being pushed at top level positions?"

II. CAREER PROGRESSION

Of those interviewed in this area of career progression, only one in three 33.8% agreed that Indians had been successful in terms of career advancement in their agencies.

As a follow-up to this question on promotional opportunities for Indian employees, State agency officials were asked how they felt Indians compared with other ethnic groups in terms of receiving promotions. Significantly, more than one-third (34.4%) of the respondents stated that Indians receive fewer promotions.

When supervisory-administrative staff was asked if they thought Indians initially accepted employment in order to make a career out of it, a majority 70.6% of the employers were in agreement that Indians accepted State jobs as a career, while 29.4% disagreed, with no stated reasons. Significantly, 37% of those interviewed claimed that non-Indians were afforded better chances not only in being hired but also with regard to promotions or career progression.

III. RETENTION

Although reliable data on turnover rates of Indian employees in State government could not be found for this study, some reasons for Indian terminations from State jobs were furnished by the respondents. For instance, three of the most mentioned reasons given were: 1) Project completion or depletion of funds; 2) Job dissatisfaction, and 3) Personal reasons. It was observed that the duration of high grade level positions obtained by former Indian employees was brief, likely because of temporary jobs.

For example, although the Ex-State employees were found to be well educated (12-14 years of formal education), mature (34 years old), geographically stable, and even had positive comments to offer about State employment, the fact is that the average stay of State employment for all Indian workers interviewed was only 2½-3 years. Moreover, on the average, less than 30% of the respondents had been employed by State agencies for four years or more.

* * * *

It is hopeful that the Report findings will prove to be a beneficial tool to be used in implementing policies and procedures within State government that will enhance hiring, upward mobility and retention of Indian employees.

The Commission is grateful to the Four Corners Regional Commission for their funding and assistance..

Copies of the Project Report are available at the Commission Office.

FINANCIAL REPORT

1978 - 1979

		1978-1979 TOTAL APPROPRIATIONS		1978-1979 EXPENDITURES		1978-1979 REVERSION	
71110	PERSONAL SERVICES	$65,700.00		$63,723.03		$1,976.97	
71500	EMPLOYEE RELATED EXPENDITURES (FICA, Retirement, Etc.	12,100.00		12,033.94		66.06	
72500	TRAVEL - STATE						
	72511 Mileage (Own Car)		$8,300.00	3,034.50	$4,677.97		$3,700.00
	72512 Mileage (State Motor Pool)			82.95			
	72520 Subsistence (Meals-Lodging)	8,300.00		1,466.52		3,700.00	
	72541 Registration Fees			94.00			
72550	TRAVEL - OUT OF STATE	400.00		279.69		120.31	
72700	OTHER OPERATING EXPENDITURES						
	72700 Office Rent	4,300.00		4,300.00		-0-	
	72800 Maintenance & Repairs	200.00		173.43		26.57	
	73100 Office Supplies	1,800.00		2,072.59		- 272.59	
	73500 Communications						
	Printing (Directory)	900.00	$11,500.00	1,046.57	$11,352.05	- 146.57	$147.95
	Postage & Mailing Eq.	1,400.00		1,784.81		- 384.81	
	Telephone	2,000.00		1,280.11		719.89	
	73530 Subscriptions	100.00		74.50		25.50	
	73630 Savin Copier (Share Cost)	700.00		500.04		199.96	
	73700 Organization Dues	100.00		50.00		50.00	
	72760 Seminar & Training Fees	-0-		70.00		- 70.00	
74300	CAPITAL OUTLAY - EQUIPMENT	-0-		-0-		-0-	
	TOTALS	$98,000.00		$92,066.68		$5,933.32	

BREAKDOWN:

Total Appropriation	$98,000.00
Expenditures	92,066.68
Reversion	$ 5,933.32

EXPLANATION OF REVERSION: Due to pending appointments, we were unable to hold the required meetings, therefore, monies are reverting in the areas of Personal Services and State Travel.

SUMMATION

In submitting this Annual Report, the Arizona Commission of Indian Affairs and staff wishes to acknowledge the many individuals and elected officials in all levels of government for contributing their time to the progress and well-being of the Indian people of this State. Our special appreciation goes to the tribal leadership and council members for their continued support and trust.

The Commission is also appreciative of the funding and support given our Agency by the Four Corners Regional Commission during our demonstration study project as well as for the individuals who donated many hours in bringing the project to a successful conclusion.

We are grateful to the Arizona State Legislature for its continued support in financing our office activities.

With the Commission's first federal program completed, "Indian Employment Within State Government," we are working on implementing the project recommendations whereby enhancing Indian employment opportunities, career progression and retention through encouraging improved personnel management practices.

With the various impact issues facing the Commission, tribes and State government, we are confident that our office will continue to be actively involved in creating a cooperative atmosphere whereby negotiations and agreements can be achieved without unnecessary and expensive litigation.

The Commission realizes the complex difficulties in achieving social and economic progress on Indian reservations, however, we shall always be mindful that the Indian people should and must be involved in determining their own destiny, yet being cognizant of the needs and well-being of all citizens of this State.

Respectfully submitted,

CLINTON M. PATTEA,
Executive Secretary